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NEWS
from the
UNITED STATES
DEPARTMENT OF LABOR
Office of Information,
Publications and Reports
Washington, D.C.
20210

Week of May 27, 1974

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# # #

**The Local Angle:**

## REGIONAL INFORMATION OFFICES

The U.S. Department of Labor operates through 10 regional offices located in major cities across the country. If you want a local angle on a news or feature story provided through this service--or have a direct news inquiry--you may contact one of the offices listed below. This listing includes the names, addresses and telephone numbers of the Assistant Regional Directors for Information and the states in their regions:

| | | |
|---|---|---|
| **Region I** ..... | Paul F. Neal<br>Room E-308<br>JFK Federal Bldg.<br>Boston, Mass. 02203<br>617-223-6767 | Connecticut<br>Maine<br>Massachusetts<br>New Hampshire<br>Rhode Island<br>Vermont |
| **Region II** ..... | Edward I. Weintraub<br>Room 3510<br>1515 Broadway<br>New York, N.Y. 10036<br>212-971-5477 | New Jersey<br>New York<br>Puerto Rico<br>Virgin Islands |
| **Region III** ..... | John P. Hord<br>14280 Gateway Bldg.<br>3535 Market St.<br>Philadelphia, Pa. 19104<br>215-597-1139 | Delaware<br>District of Columbia<br>Maryland<br>Pennsylvania<br>Virginia<br>West Virginia |
| **Region IV** ..... | William I. Allgood<br>Room 317<br>1371 Peachtree St., N.E.<br>Atlanta, Ga. 30309<br>404-526-5495 | Alabama<br>Florida<br>Georgia<br>Mississippi<br>North Carolina<br>South Carolina<br>Tennessee<br>Kentucky |
| **Region V** ..... | John D. Mellott<br>12th Floor<br>300 S. Wacker Drive<br>Chicago, Ill. 60606<br>312-353-6976 | Illinois<br>Indiana<br>Michigan<br>Minnesota<br>Ohio<br>Wisconsin |
| **Region VI** ..... | Les Gaddie<br>Federal Bldg. &<br>U.S. Courthouse<br>Room 7C42<br>1100 Commerce St.<br>Dallas, Tex. 75202<br>214-749-2308 | Arkansas<br>Louisiana<br>New Mexico<br>Oklahoma<br>Texas |
| **Region VII** ..... | Neal A. Johnson<br>Federal Office Bldg.<br>Room 1904<br>911 Walnut St.<br>Kansas City, Mo. 64106<br>816-374-5481 | Iowa<br>Kansas<br>Missouri<br>Nebraska |
| **Region VIII** ..... | Ernest E. Sanchez<br>Room 16408<br>Federal Bldg.<br>1961 Stout St.<br>Denver, Co. 80202<br>303-837-4234 | Colorado<br>Montana<br>North Dakota<br>South Dakota<br>Utah<br>Wyoming |
| **Region IX** ..... | Tor Torland<br>Room 10007<br>Federal Bldg.<br>450 Golden Gate Ave.<br>San Francisco, Calif. 94102<br>415-556-3423 | Arizona<br>California<br>Hawaii<br>Nevada |
| **Region X** ..... | Ernest Hood<br>Arcade Plaza<br>Room 2034<br>1321 Second Ave.<br>Seattle, Wash. 98101<br>296-442-7620 | Alaska<br>Idaho<br>Oregon<br>Washington |

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BLACK NAMED TO HEAD MANPOWER
INVESTIGATIONS, INQUIRIES UNIT

WASHINGTON -- William J. Harris, a career federal employee, has been named director of the Manpower Administration's Office of Investigations and Compliance in the U.S. Department of Labor.

Assistant Secretary of Labor for Manpower William H. Kolberg said Harris will direct special inquiries, reviews, investigations and inspections for him. In effect, Harris will be Kolberg's chief troubleshooter.

As director of the Office of Investigations and Compliance, Harris will be responsible for directing and coordinating all activities relating to review and processing of audit reports in the Manpower Administration. Harris will also provide policy, procedural guidelines and technical assistance to regional office staffs to ensure compliance with the Manpower Administration's responsibilities for promoting equal employment opportunities.

The office identifies operational problems, including potential illegal or improper activities.

Harris, 49, is a native of Birmingham, Ala., and graduate of Illinois State University.

An employee with 29 years of federal and state service in the field of employment security and manpower, Harris participated in developmental efforts leading to the Comprehensive Employment and Training Act of 1973 (CETA).

The black official was recently cited by the Spanish Heritage Day Committee for developing job training programs for the Spanish speaking community of Washington, D.C., and by the Office of Minority Business Enterprise (OMBE) of the Commerce Department for "outstanding achievement

(MORE)





in developing opportunities for members of minority groups to participate in America's competitive enterprise system."

His 14 years with the Illinois State Employment Service include service as office manager in Chicago, where he helped develop that city's Apprenticeship Information Center to increase employment opportunities in the building trades for minority youths.

Harris' more recent activities in the Manpower Administration include: direction of the Concentrated Employment Program (CEP); correctional manpower programs, and the Office of Special Programs, which developed programs for American Indians, Hispanic Americans and other minority groups.

He also was involved in the planning and allocation of a $2 billion national manpower and employment program; coordinating manpower training and employment service operations, and the Job Opportunities in the Business Sector (JOBS) program.

Harris and his wife, the former Josephine Brown of Chicago, reside in Silver Spring, Md. They have five children ranging from 12 to 25 years of age.

# # #

Week of May 27, 1974

STANDARD OIL OF CALIFORNIA UNIT TO PAY $2 MILLION
IN LARGEST AGE DISCRIMINATION AWARD, BRENNAN ANNOUNCES

WASHINGTON -- A Standard Oil Company of California division will pay 160 former employees approximately $2 million in the largest settlement ever reached under the Age Discrimination in Employment Act, Secretary of Labor Peter J. Brennan announced.

The consent decree between the Labor Department and the oil company's Western Operations, Inc., was issued by Federal District Court in San Francisco. It calls for the reinstatement of 120 of the employees.

The discharges took place between Dec. 1, 1970, and Dec. 31, 1973.

The 160 persons were discharged from positions in eight states -- Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon and Washington, according to Solicitor of Labor William J. Kilberg, whose San Francisco regional office filed the complaint.

The terminated employees ranged from executive personnel to workers in lower-paid occupations. They include: area sales representatives, assistant station managers, engineers, home office personnel, plantmen, sales representatives, staff assistants, station managers, and divisional managers. Their annual salaries ranged from approximately $8,000 to about $40,000.

The 40 not to be reinstated include:

-- Those now 64 or 65 years of age, who will receive additional compensation from the date of the judgement to their 65th birthday.

-- Those with serious medical problems, and

-- Those whose discharges appeared to result from age discrimination but whose job performance had been deficient.

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The Standard Oil of California subsidiary is expected to make the payments within about a month.

Largest previous judgment in an age discrimination case was $250,000 to 29 employees of Pan American World Airways in October 1972 by the United States Discrict Court of the Southern District of Florida.

The Age Discrimination in Employment Act of 1967 is enforced by the Labor Department's Employment Standards Administration.

# # #

U.S. LABOR DEPARTMENT WILL HOLD HEARINGS
ON OVERTIME FOR FIRE FIGHTERS, POLICE

WASHINGTON -- The U.S. Labor Department will hold hearings here June 3 on the overtime provisions of the new minimum wage law as they apply to fire fighters and police, Secretary of Labor Peter J. Brennan announced.

Until the hearings are held and regulations are issued in final form, interim rules apply to both.

For those required to be on duty 24 consecutive hours or less, no time may be deducted for meals or sleeping. Situations where fire fighters and police are required to be on duty for more than 24 hours will be studied on an individual basis when specific facts have been submitted to the Labor Department's Employment Standards Administration (ESA), which administers the minimum wage law.

"Formulating final regulations interpreting the 1974 amendments to the Fair Labor Standards Act (FLSA) as they apply to some 674,000 fire fighters and police across the country is one of the more complex tasks confronting us," Brennan said.

"We are aware that city governments are concerned about the increased strain on their payrolls, but we also recognize that fire fighters and police must receive the wage and hour protection they are due under the law."

Brennan said conferences have been held with state and city officials and representatives of police and fire fighters organizations to gain an early insight into the scope of the problem.

The 1974 amendments to the Fair Labor Standards Act extend minimum wage coverage to fire fighters and law enforcement personnel in public agencies as of May 1, 1974.

(MORE)





Not all these employees are covered by the overtime provisions of the Act. Public agencies employing fewer than five persons in fire protection or law enforcement activities need not pay overtime compensation, according to the law.

Those with five or more are exempt from overtime payments until Jan. 1, 1975, when they must pay at least one and one-half times the employee's regular rate for tours of duty which exceed 240 hours worked in a period of 28 consecutive days (or 60 hours in any 7-day work period).

The 240-hour standard will be reduced to 232 hours on Jan. 1, 1976, (or 58 hours in any 7-day work period). As of Jan. 1, 1977, overtime will be paid for work in excess of 216 hours in a 28-day work period. On Jan. 1, 1978, overtime will be paid after 216 hours or for hours in excess of the average tour of duty as determined by a Labor Department study to be conducted during 1976.

The Labor Department must determine which employees engaged in fire protection and law enforcement come under the special overtime provisions and decide if certain activities, such as sleeping and eating, during duty hours count toward the 240-hour standard for overtime compensation.

# # #

STATES WILL GET OSHA AID IN
CATASTROPHIC JOB ACCIDENT PROBES

WASHINGTON -- States operating federally-approved job safety and health programs will be aided by federal inspectors in investigating catastrophic job accidents and certain other unusual occurrences in the workplace, the U.S. Department of Labor announced.

Federal compliance officers may respond to, and where necessary, take charge of investigation of workplace catastrophies, Assistant Secretary of Labor John H. Stender said.

Federal investigators, working with the designated state agency, also will respond to employee complaints of hazardous working conditions in states with approved plans, and will continue to respond to all valid complaints in states without approved programs, he said.

Stender, who heads the department's Occupational Safety and Health Administration (OSHA) added that OSHA will enforce all federal job safety and health rules that are not covered by OSHA-approved state plans.

Under the Occupational Safety and Health Act of 1970, states may elect not to cover in their program certain occupations, operations or hazards covered by OSHA standards.

States are precluded entirely from enforcing safety and health rules in maritime activities such as longshoring, shipbuilding, shipbreaking and ship repairing.

Several of the 26 states with OSHA-approved job safety and health plans have elected to leave certain issues to OSHA jurisdiction. OSHA has total jurisdiction in states without approved programs.

The Act requires OSHA to monitor and evaluate approved state programs and a key part of that process is evaluation of Complaints Against State Program Administration (CASPA). Under CASPA any employer, employee or other interested person or group may complain

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to the appropriate OSHA Regional Office of alleged shortcomings in a state program.

Of particular interest, Stender said, are complaints against states that fail to meet pledges that the state program would be "at least as effective as" OSHA's --a requirement of the Act for approving a state plan.

Stender noted that OSHA has established a special staff, operating out of the national office, to investigate employee allegations of discriminatory practices by employers against employees who complain to OSHA regional offices of hazardous working conditions or submit CASPA complaints. The Act prohibits discrimination such as discharge, demotion or harassment and offers relief for employees affected by such practices.

The 17 states or territories with OSHA-approved plans in operation are: South Carolina, Oregon, Utah, Wahington, North Carolina, California, Minnesota, Maryland, Tennessee, Iowa, Kentucky, Alaska, Colorado, Vermont, Hawaii, Nevada and the Virgin Islands.

Nine states with approved plans but not yet operational are: Montana, New Jersey, New York, Michigan, Illinois, Connecticut, Indiana, Wisconsin and Wyoming.

Plans of 20 other state and territories are under review. Four states, Pennsylvania, Georgia, North Dakota, and New Hamsphire, have withdrawn plans and six jurisdictions, Ohio, Louisiana, Kansas, Nebraska, South Dakota and the Trust Territories of the Pacific, have submitted no plan.

Detailed information on submitting work hazard, CASPA or discrimination complaints can be obtained from the nearest OSHA office or state labor agency.

# # #

PRESIDENT'S WORKERS' COMPENSATION REFORMS
OFFER 'DOUBLE-EDGED PROTECTION'--BRENNAN

WASHINGTON -- President Nixon's new program to strengthen the Nation's workers' compensation system "will provide double-edged protection for American workers," Secretary of Labor Peter J. Brennan said.

"It will stimulate greater efforts by employers to make workplaces safer and more healthful.

"And it will lead to better protection of the income of those who suffer job-related injuries or illnesses, or the survivors of those who die from these causes," Brennan said.

Brennan spoke at White House ceremonies at which the President's program was announced.

He said the program to help states strengthen their workers' compensation laws and to provide federal research into basic changes in the system "will bring about improvements that are long-overdue."

"Every year, millions of American workers--and their families--suffer the consequences of job-related injury, disease or death. But many are not entitled to, or cannot obtain workers compensation."

With a target date of 1976 for state law improvement, the President's program "will go a long way toward correcting this deplorable situation without unnecessary delay," Brennan added.

Under the program, a federal interdepartmental task force will provide states with technical assistance and information on workers' compensation, and will conduct research into compensation issues.

Represented on the task force will be the Departments of Labor; Commerce; Health Education and Welfare; and Housing and Urban Development.

The task force's objectives will include helping states achieve by 1976 the President's recommended improvements in workers' compensation and performing research leading to future changes.

"These improvements--which include mandatory coverage for all workers,

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full coverage for occupational diseases, and benefit payments that keep pace with inflation--will offer much-needed protections for workers and their families," Brennan said.

Other changes recommended by the President, the Secretary said, "will help to improve medical care, rehabilitation and reemployment services that disabled employees so badly need."

He pointed out that stronger state laws will more adequately maintain the incomes of injured employees, result in the rehabilitation of more workers, and focus greater attention on job safety and health by employers and employees.

Noting that many states have already acted to improve their workers' compensation laws, Brennan said the Labor Department and other agencies on the task force "will be working hard to stimulate, accelerate and assist this reform movement in every possible way."

# # #

OSHA BEGINS ON-THE-SPOT CITATIONS
OF JOB SAFETY AND HEALTH VIOLATIONS

WASHINGTON -- Occupational Safety and Health Administration (OSHA) compliance officers (inspectors) will begin issuing on-the-spot citations under certain circumstances, the U.S. Department of Labor announced.

Assistant Secretary of Labor John H. Stender, who heads OSHA, said he has issued instructions that are "clear and specific enough to preclude possible abuse of authority."

He said the instructions will "expedite citations for many inspections, assuring that protection is offered to employees in the shortest possible time."

Inspectors must confer with their area director before issuing citations, Stender said, and under no circumstances is any inspector authorized to propose on-the-spot penalties. These will be proposed later by the area director.

Previously, all citations have been prepared by the OSHA area director away from the workplace.

Stender said the new procedure will "streamline" inspection activities, although there will be certain circumstances where on-the-spot citations may not be issued. These include:

-- Where a laboratory analysis is needed to determine whether there has been a violation.

-- Where the advice of legal staff is needed.

-- Where there are questions of OSHA's jurisdiction to enforce compliance.

-- Where reference to documents not available at the inspected establishment is needed to prepare the citation.

# # #





EMPLOYEES MUST CALL ATTENTION
TO SAFETY HAZARDS, STENDER SAYS

WASHINGTON -- Though the Occupational Safety and Health Act of 1970 places the burden of providing safe working conditions on employers, "its the employee who is on the firing line and must call attention to the on-the-job safety and health hazards," John H. Stender, assistant secretary of labor for occupational safety and health, says.

Stender urges employees to report unhealthful or unsafe work conditions to employers, either on an individual basis or through a union representative.

"We find in most cases when unsafe conditions are reported to management the problem is quickly rectified," he explains.

If employees think unsafe conditions persist too long, they may contact Occupational Safety and Health Administration (OSHA) field offices, listed in local telephone directories under U.S. Department of Labor.

Under the general duty clause of the Occupational Safety and Health Act, employers are obliged to furnish working areas free from recognized hazards that are likely to cause death or serious injury.

The act also requires employees to comply with OSHA regulations in cases where their conduct could bring harm to themselves or to fellow workers.

"I've seen members of construction gangs without hard hats," Stender reports. "I've seen men working the trenches without shoring, oblivious to the danger of suffocation or crushing."

Stender reminds employers and employees that on-the-job safety is "a two-way street. Employers and employees should and must share this important responsibility," he said.

# # #

DEVELOPING ADEQUATE HEALTH STANDARDS
'GREATEST CHALLENGE FACING OSHA TODAY'

GRAND ISLAND, N.Y. -- Developing adequate standards to protect workers against hazards to their health in the Nation's workplaces is "the single greatest challenge" facing the U.S. Labor Department's Occupational Safety and Health Administration (OSHA).

So said John H. Stender, assistant secretary of labor for occupational safety and health, in an address here before the Western New York Safety Conference.

Stender, who heads OSHA, said that for every worker killed by an on-the-job injury, seven die from a job-related disease.

In the past, Stender said, little has been done about occupational diseases, which he described as "the invisible silent killers that claim their victims quietly, years later."

He added:

"Indeed, few persons even guessed at the size of the problem unitl a few research specialists in the U.S. Public Health Service started putting two and two together, ran out some projections, and astounded even themselves with the results."

Besides the well-known occupational killers, such as black lung, asbestosis, brown lung and silicosis, there are many others less known, Stender said, and many may be undiscovered.

"Tragically, we as yet do not know all there is to know about many chencials in use in industry today," Stender said.

"Until six months ago, no one thought that vinyl chloride gas was especially dangerous," he added. Then it turned out that four workers

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in a single vinyl chloride plant in Louisville, Ky., all had confirmed, diagnosed cases of angiosarcoma-- a rare and deadly cancer of the liver."

Pointing out the OSHA reacted immediately by issuing an emergency temporary standard, Stender added that this month a permanent vinyl chloride standard was proposed that will "virtually eliminate any employee exposure to this chemical."

As part of the program of stepping up issuance of job health standards, Stender said, OSHA and the National Institute of Occupational Safety and Health of the Department of Health, Education, and Welfare began a joint project in March.

Four hundred new standards covering the most toxic substances used in industry will be developed during the next 30 months to replace the current-- and in some cases obsolete-- threshold limit values now in effect, according to Stender.

In addition, he said, OSHA is reorganizing its Office of Standards to make it more responsive to developing new standards.

# # #

**Note to Editors:** This is the first of a series of five articles on credit. Future columns will deal with credit for young people, women, senior citizens and low-income consumers.

*Dear Consumer*

# Use Credit With Caution

**By Virginia Knauer**
**Special Assistant to the President and Director**
**Office of Consumer Affairs**
**Department of Health, Education and Welfare**

You hear so much talk these days about "a cashless society," and it worries me a bit.

It seems to have become a way of life for many of us to use credit instead of paying cash. Just think how often we use credit!

We have charge accounts at local stores and we have bank credit cards, too. We buy everything—from television sets to vacations—on the installment plan. And we often borrow cash—to pay for cars, couches and college—from banks, credit unions, savings and loan associations and finance companies.

I would surely agree that credit is a useful tool for consumers. Being able to say, "Charge it" is a convenience; and it's practical not to carry too much cash with you.

But I am just old-fashioned enough to think that credit is a tool that should be used very cautiously. Unless you plan wisely, those monthly payments become more than you can handle. And there's trouble ahead.

Avoid trouble by following the basic rules suggested by consumer credit experts:

● Don't use credit until you know how much you can afford.

Start with a budget. List all your necessary expenses. Whatever is left is your "discretionary income"—the money you can choose to spend on "extras." Face the fact that this is all you have available for charge accounts, installment buying and other kinds of credit.

● Shop for credit, just as you shop for products.

Credit costs vary tremendously from store to store, and from lender to lender. Always compare credit costs.

● Hunt for the lowest possible credit terms.

You're looking for two figures—the finance charge and the annual percentage rate (APR). Under the Federal Truth in Lending Law, every store or lender must give you both these figures.

The finance charge is the total cost—in dollars—that you are paying for the privilege of using credit.

The APR could be called a yardstick set by the Federal government. Since there are different ways of figuring interest rates, Truth in Lending says that every lender must present his rates in the same form. This form is the APR—the annual percentage rate. Don't accept any other rate that a lender may quote.

When you compare APRs, you see at a glance how big a spread there is in credit costs.

If a credit union, for instance, lends you $500 for one year at an APR of 12%, the finance charge is $33.09. A bank lending you $500 for one year at an APR of 12.5% gets a finance charge of $34.50. If you borrow the $500 against your bank credit card at an APR of 18%, you pay a finance charge of $50.88. And if you borrow $500 from a small-loan company with an APR of 30%, your finance charge is a whopping $83.76!

● Before deciding on credit, do some figuring.

Ask yourself: Would it be wiser to wait, save the money on my own and buy for cash later?

If you want a television set costing $500, you might borrow the $500 on a two-year loan at an APR of 12%. Your monthly payments would be about $23.50 and after two years you would have paid $564.88. Your credit would cost you $64.88; that's your finance charge.

But if you decide to save on your own for the TV, you could put $20 a month into a savings account paying you 5% interest compounded quarterly. After two years, you'd have $505.71 with which to buy your TV. Which method suits your budget?

● Read the terms of the contract before you sign it.

Under Truth in Lending, your contract must give you many details in addition to finance charge and APR. For more information about credit, read two useful booklets from Federal Trade Commission (FTC)—"What Truth in Lending Means to You" and "Truth in Lending Takes the Wrap Off Credit." You can get single copies free by writing to FTC, Legal and Public Records, Washington, D.C. 20590.

Watch for more columns from me on credit.





FILLERS FROM THE U.S. DEPARTMENT OF LABOR

The 1974-75 edition of the Occupational Outlook Handbook is a key tool for helping young people make sensible career decisions, according to Secretary of Labor Peter J. Brennan.

* * *

Because changing demands cause shifts in skill and training requirements for occupations, students should begin the process of career exploration early in their lives, according to the 1974-75 edition of the Occupational Outlook Handbook.

* * *

By acquiring a broad knowledge of occupations, each student can become aware of many career alternatives and be prepared to make suitable choices, according to the 1974-75 edition of the Occupational Outlook Handbook.

* * *

The main purpose of the Occupational Outlook Handbook, published by the U.S. Department of Labor, is to provide occupational information that broadens the knowledge of choices available to young people, helping them make intelligent career plans.

* * *

The U.S. Department of Labor's Occuptional Outlook Handbook is a useful resource for persons entering or reentering the work force at different stages in their lives.

* * *